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CONNECTICUT DEPARTMENT OF LABOR AND FACTORY INSPECTION
DIVISION OF EMPLOYMENT SECURITY

MONTHLY BULLETIN

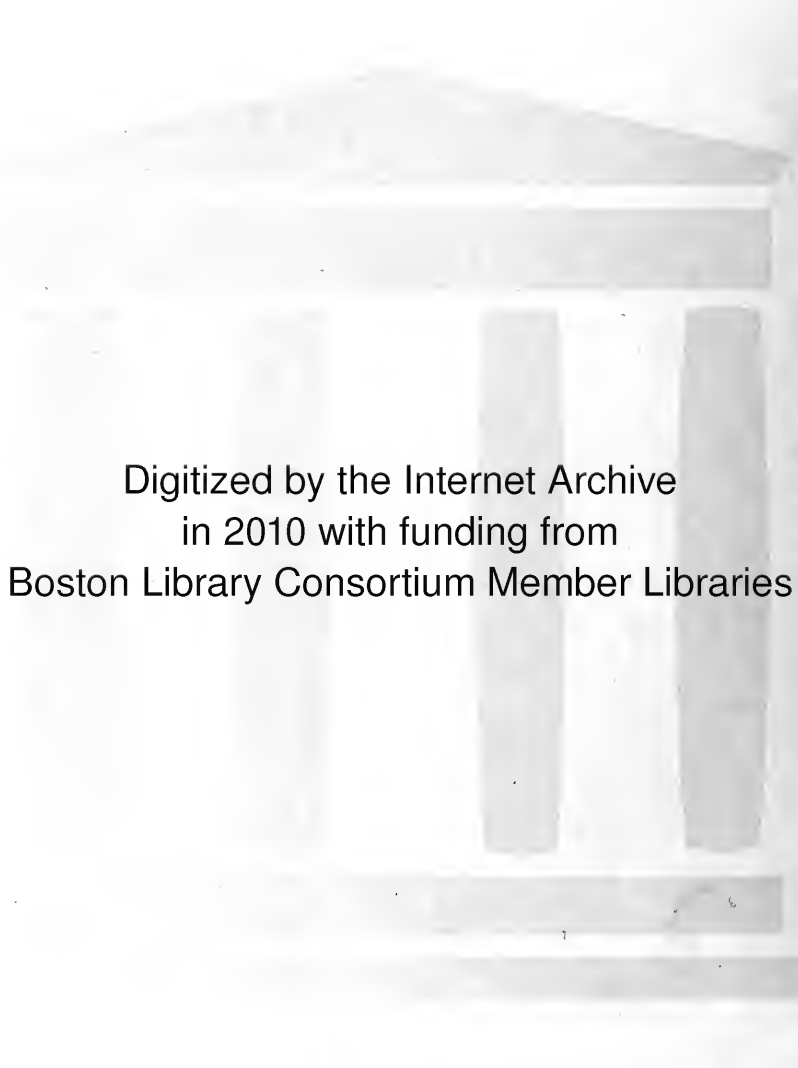
SEPTEMBER - 1941

CONN. STATE
EMPLOYMENT
SERVICE



Man Meets Job

- MONTH:
- News Notes
 - Meeting John Doe
 - We Built an Airport
 - The Crops are In
 - Disability and Unemployment Benefits
 - The Situation in the State
 - Commissioners' Decisions



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- News Notes
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CONNECTICUT STATE EMPLOYMENT SERVICE

LEONARD J. MALONEY
DIRECTOR
STATE OFFICE BLDG.,
HARTFORD, CONN.

Offices of the Employment
Service are located at the
following points:

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87 Main Street
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BRIDGEPORT
George H. Stone, Manager
1281 Main Street
5-0112

BRISTOL
Philip W. Smith, Manager
481 North Main Street
4147

DANBURY
Faul Parsons, Manager
43 New Street
1700

DANIELSON
John G. Confrey, Manager
100 Main Street
760

HARTFORD
Cyrus Flanders, Acting Manager
410 Capitol Avenue
2-9174

MERIDEN
Frank Geiger, Manager
99 Colony Street
1216

MIDDLETOWN
E. LeRoy Brainerd, Manager
279 Main Street
3480

NEW BRITAIN
Chas. D. McDonald, Manager
37 Court Street
7400

NEW HAVEN
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T. E. MURPHY, EDITOR
285 BROAD STREET
HARTFORD, CONN.

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Employment Service Chart (August)	Inside Back Cover
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★ ☆ ★

COVER — Courtesy of the Hartford Courant.

DEPARTMENT OF UNEMPLOYMENT COMPENSATION

JAMES J. GRAHAM
DIRECTOR
285 BROAD STREET
HARTFORD, CONN.

Field Representatives of the
Unemployment Compensation
Department may be
reached through the nearest
State Employment Office.

(cont.)

NEW LONDON
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9041

NORWALK
Hugh Angle, Manager
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4360

STAMFORD
Mrs. Rose Russell, Manager
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4-3117

THOMPSONVILLE
Jos. Ciccosanti, Manager
55 High Street
3371

TORRINGTON
Wm. W. Lennox, Manager
61 Main Street
3189

WATERBURY
Mrs. Mary Dewey, Manager
123 Bank Street
4-6103

WILLIMANTIC
Mrs. Eliz. Drew, Manager
670 Main Street
1437

News Notes

We are glad to report that Arlene Lee, the girl on last month's cover is already working in a defense industry in Bridgeport. She was placed immediately upon the completion of her machine shop training at the Danbury Trade School.

In this issue, Leonard Ball of the Hartford office tells of a few barriers he had to hurdle this past summer in getting in the crops, and as we go to press the Danbury office informs us of the way they licked the problem last week.

During July this office received orders for 60 workers to pick apples and peaches to start about Labor Day, but found that the rate of pay, 40 cents an hour would not permit the recruitment of WPA workers for this work. Employers were informed of this fact and were told that unless they increased the rate to 50 cents there would be difficulty. They acceded to this suggestion.

The Supervisor of WPA was then informed of the need for 60 men and he was dubious about the number available; because of the uncertainty of this source an effort was made to recruit workers through other channels. The list of recruitments started to grow—the first order for 15 apple pickers on August 29 was filled from this list, and subsequent orders totaling 60 workers were similarly filled.

Another interesting sidelight is the cooperation given by the press; after stories describing the situation and the dire need for fruit pickers it was possible to inform the local newspaper that there was a list of 85 names over and above the actual requirements.

One young lady employed in a responsible clerical position in a local factory inquired if she could be placed as she and several girl friends wanted the exercise and could use the remuneration.

Connecticut has completed the first year of state enforcement of the Federal Wage-Hour Law and has signed an agreement with the Federal authorities to continue the same arrangement for another year.

More than \$100,000 has been collected during this period as restitution to more than 2700 employees un-

der the terms of the Federal Law. One of the most striking cases was that of a watchman in a large concern who had been working 84 hours a week regularly, and without overtime. A check for more than \$600.00 was handed to him a few weeks ago.

Our cover this month was posed by members of the personnel of the Hartford office and that probably explains why the job applicant doesn't have that anxious edge-of-the-chair look about him. He already has a job as an Interviewer, but we think he did mighty well in simulating the job applicant.

The IAPES and the CLDA join forces September 20th for an outing at the Chase Country Club in Waterbury. The sports program will include a Softball Game between the Field and Central offices, Ping Pong Tournament, Field Events, Horse Shoes and Volley Ball. A great deal of interest has been displayed in the field events, entries for which are now being received. Prizes will be awarded for the winners in each event.

Urgency is the word to describe the farm labor situation right now; apple and peach crops are ripening and farmers will be almost wholly dependent on school children and women to do the picking. Preliminary appeals through the press and radio have brought a good response and at the present writing it looks as though somehow the crops will be harvested.

Not so fortunate though are the dairy farmers; several in the New Haven area have been forced to curtail the size of their herds because of their inability to get competent help. To these farmers the so-called "boom" is a boomerang.

Uneasiness over priorities characterized most reports of the situation in the state last month. Although comparatively few shutdowns were reported as a result of priorities shortages of materials, the problem, like the sword of Damocles hangs over the heads of many employers and their uncertainty has been reflected somewhat in a lessened employment rate.

As usual, the Employment Service, in trying to keep a few steps ahead of the procession, has urged employees not now engaged in defense work to register at State Employment offices so that they may be placed in defense work whenever possible. If there is not a sufficient response to this suggestion, it is possible that offices may be kept open several nights a week to enable employed men to register prior to shutdown.

The George-Deen courses being planned for this fall and winter will be designed to fit as nearly as possible the needs of Division employees and will take into consideration the individual's desires not only to improve on his own work but also to equip himself to do more than one job. Announcements concerning this year's program of courses will be issued soon, and in the meantime, the Training Section will be glad to receive suggestions.

Two subjects already suggested have evoked a very favorable reaction: a course in auditing and one in analyzing basic psychological types. This latter course would be of special interest to interviewers.

Any suggestions regarding courses should be communicated to the Training Supervisor as soon as possible so that each may receive full consideration.

The Training Section would like to have information concerning the programs of technical and professional groups and other organizations which offer lectures, lecture series, or discussion group meetings which are open to non-members. Any employees who are familiar with such organizations and their programs are requested to communicate with Frank Craddock, Training Supervisor, so that the information may be brought to the attention of other employees of the Division who may be interested.

The Training Section library has acquired some new books recently which may be borrowed by employees of the Division. Among them are:

"Occupational Counseling Techniques", Stead, Shartle and Associates.

"Public Speaking Today", Hoffman, William G.

"Social Security in the United States, 1941", Record of the Fourteenth National Conference on Social Security.

Meeting John Doe...

By HOWARD E. HAUSMAN

A few years ago I stood in front of a railroad ticket window waiting for the clerk to finish manicuring his nails as he listened to an amusing story being told him by a colleague. In front of me was a slight, unostentatious looking man; his suit wasn't too well pressed, his necktie was slightly awry and a shave wouldn't have done him any harm.

Apparently the clerk had him sized up the same way as he sidled nonchalantly up to the window. Then the little man spoke up, "You have a reservation for Louis Howe."

The clerk was galvanized instantly into a smirking, fawning courtesy. "Sorry to have kept you waiting Mr. Howe. I didn't know it was you."

Said the secretary and confidential advisor to the President of the United States, smiling wryly:

"And I suppose if my name were John Doe you'd still be back there manicuring your nails."

Who is this fellow John Doe? He's just a legal fiction—the fellow you don't know. When he steps over the threshold of the Employment Office he's travelling under that alias until you get the facts from him. Some people call him John Q. Public and he travels also under the aliases of Taxpayer and Vox Populi. Sometimes he may be an important figure in the community, but mostly he isn't. He's just the common man. He's that discouraged old fellow who filed for unemployment compensation the other day—or the chap who went out of the office with his head high, a job clutched in his fist. Usually he's an unimportant little fellow, kind of hard on the patience sometimes, irascible, demanding; but then he has moments of grateful appreciation when he's apt to sit down and write painfully and painstakingly that he's darned happy in his new job that you got for him.

HE PAYS THE BILLS

He's the fellow who, in the last analysis, pays the money that pays your salary. He's worth cultivating, worth being courteous to, worth knowing, even if his real name isn't always an important one. Wise employment managers know that it's important what John Doe thinks about their organization. Other less sagacious fel-

lows are apt to dismiss him with a shrug as not important—but they come to grief sooner or later, because John Doe, insignificant as an individual, becomes a tower of strength when he gets together with his fellows. Then he makes his voice heard.

Recently John Doe walked into a State Employment office. He was an important employer of labor and the Manager had been trying to cultivate his friendship for a long time. It was a bright, spring morning, and John had about decided to give the State Employment Service a trial. He had called and made an appointment with the Manager and now, filled with good humor and good intentions, he stepped up to the counter.

The representative of the State Employment Service looked at him coldly and drawled a questioning "Yes?"

"My name is John Doe and I have an appointment with your Mr. Blank."

"What'cha want'a see him about?"

Mr. Doe felt a bit irked, but repeated, "I have an appointment for 10 o'clock - just tell him Mr. Doe is here."

"What'cha want'a see him about?"

Mr. Doe's blood pressure started to rise and he repeated again, carefully controlling the anger in his voice, "I have an appointment—" but before he could finish—"What'cha want'a see him about?"

At three o'clock that afternoon Mr. Blank was trying to reach Mr. Doe on the telephone to find out why he hadn't kept his appointment, but he couldn't reach him—for Mr. Doe was unapproachable then, the words still ringing in his ears—"What'cha want'a see him about?"

Funny thing about John Doe—the State Employment Service is the man he talks to—whether he's a Junior Interviewer or a Clerk. J. D. doesn't read the Manager's highfaluting speeches to Rotary Clubs and he doesn't know, and cares less, about the

code of ideals and principles on which the U. S. Employment Service is set up. He only knows what he sees and hears and if he, on his first trip into a State Employment Office, is met by a haughty, unimaginative person who is bored, uninterested or discourteous, then, according to his experience, the U. S. Employment Service is inefficient, incompetent and impertinent.

HE APPRECIATES COURTESY

John Doe is a decent fellow at heart. When he meets a young fellow or girl at the State Employment Office who seems genuinely interested in his job, anxious to help, and courteous in a thorough-going way (not with the courtesy of a headwaiter waiting for a tip) then John Doe becomes a mirror reflecting back these same qualities. He becomes tractable, reasonable and goes away with the feeling that all's right with the world.

Like all human beings, John Doe wants to feel that people are interested in him and in his problems. He calls for a lot of what philosophers call "empathy", or a feeling into. If the Interviewer can step out of his own shoes, and into John Doe's and view his problems from that standpoint, then he makes a friend of John. If he regards those problems as trivial or inconsequential, John is hurt.

John isn't interested in intra-office mechanics. He's interested only in results. When he calls to find out something, he doesn't like to be told that Mr. McGulch is in charge of that, and it's too bad Mr. McGulch is home with a quinsy sore throat and Miss Beamish is taking over but unfortunately Miss Beamish is out having lunch and Mr. Pettibone is in conference, otherwise he could take over.

Practical fellow that he is, John is willing to let the office mechanics take care of the inner workings—he's come there about himself, not about Mr. McGulch's quinsy sore throat or Mr. Pettibone's conference or Miss Beamish's lunch.

If he's fortunate enough to meet up with a rare individual who has imagination he will be spared the details. Somehow, his particular dilemma will be listened to, and some arrangement, however tentative, will be made with-

Something to think about is this little story on courtesy, illustrating as it does the difference between lip service and real service. It's a platitude to say that courtesy pays dividends—but the funny thing about platitudes is the fact they're usually correct.

(Continued on page 9)

We Built An Airport!

By EDWARD L. STEPHENSON

For twice 5 million years it had slumbered peacefully under the sun. The woodcutters knew it, the trappers knew it, and the berry-pickers knew it. To all others it was the backyard of Windsor Locks, a barren waste of sand and scrub growth. Its ancestral pride in having once belonged to Connecticut's first settlement had been dimmed by long years of neglect and even more by the bloody murders which had given the place its name--Bull Run. In recent years a few of its 1800 acres had been devoted to growing tobacco, but the glaring white of the nets and the dirty brown of the workers' shacks only accentuated the general air of desolation.

Almost overnight, however, a mighty miracle took place, and on this barren spot a modern airbase sprang into being, as from the dragon teeth of some new-day Jason. Here is Connecticut's only army airbase, the southern link in that new chain of defenses stretching through Chicopee and Manchester to Bangor, and furnishing comforting security to the industrial Northeast. The project was conceived last December, the first contractor arrived in April, and the work was completed in July. Where in the annals of Paul Bunyan or John Henry can you find an achievement to equal this?

A CITY IN MINIATURE

Consider for a moment what it means to build an airbase for 2200 men and 100 planes. First, there are the buildings, 115 in number, ranging from barracks and mess halls, to gas-station, firehouse, and chapel. The theatre can accommodate the stage shows of Hartford's largest vaudeville house, and the hospital is complete to isolation building and nurses quarters. All the buildings are equipped with water, electricity, and individual heating plants. Water is supplied from 12 artesian wells and is distributed through 68,000 feet of pipe. A modern sewage disposal plant treats all waste before it is pumped to the Farmington River, two miles away. A railroad spur for supplies was especially constructed, a complete telephone system was installed, and auxiliary gas engines were set up to be used in case of electric power failure. The base is

really a city in miniature, and with the storage facilities provided it can operate for a considerable period without outside aid.

For the planes, three runways were constructed, each 300 feet wide and over a mile long. They are completely drained and are paved with two coats of asphalt over crushed stone. The paving of the runways, the equivalent of 50 miles of 20-foot road, was done in 60 days, an all time record. A huge steel hangar for repairs was built, as well as radio station, control tower, and gasoline storage tanks of 300,000 gallons capacity. The planes will not be housed in hangars but will be staked out on a concrete apron made of soil cement, a new process in which the mixing is done on the ground with equipment similar to farm harrows.

The Connecticut State Employment Service played an important role in the project from the beginning and, in

Yesterday it was waste land, filled with scrub growth —today an integral part of the national defense pattern — an important airbase. The Employment Service played its part as related here by Edward L. Stephenson, now Supervising Interviewer at the Torrington office.

the words of the United States Engineers Department, was "a material factor in completing the construction work on schedule." The labor problem presented was no small one, especially under present conditions, for there were 20 contractors and numerous subcontractors working concurrently in a constricted area with time limits of 30-60 days. It was only through the cooperation of all 18 offices in the state, as well as five in Massachusetts, that the demands could be met. In slightly over three months, orders were received and filled for 1700 construction workers of all types, ranging from unskilled laborers to highly skilled artisans and equipment operators.

It was recognized from the beginning that an unusual project like this would require unusual methods. Consequently, a month before the arrival

of the first contractor, arrangements were made for a temporary field station to be located on the project in the office of the United States Engineers Department. At the same time agreements with the local labor unions were developed to provide for cooperation in filling the calls for workers. One interviewer, the writer, was assigned to the station, provided with a desk, two chairs and a telephone, and told to proceed as the situation demanded. The whole project was an experiment, but results proved it to be well worth undertaking.

MIGRANTS HELPFUL

Migratory labor may be a problem to John Steinbeck or the Tolan Committee, but at Windsor Locks it solved more problems than it created. Most of the workers in the Thompsonville and Hartford areas had long since been absorbed by defense industries or construction projects already underway. During the first month the station was open, however, when practically no work was going on, over a thousand migrants from six states were registered. Many of these men subsequently responded to call-in cards and served as one major source of workers. In addition, every day right up to the completion of the project, a new group of migrants arrived, many of whom could be referred immediately. Most of them came from within a radius of 100 miles on the south and west and 200 miles on the north, though a few of them travelled much greater distances. A group of 15 woodchoppers came down from the St. John River valley, where Maine and Canada meet. Though born, brought up, and educated in the United States, they spoke nothing but French. "Quelle sorte d'ouvrier faites-vous?" was the best French available on the other side of the desk, but it worked. A little later eleven negro college students from Florida abandoned their study of northern agriculture in favor of 50 cents an hour. The longest trek for a job, however, was made by a lad who had last worked on Boulder Dam. He had a rather condescending attitude toward the size of eastern construction projects.

(Continued on page 9)

Physical Disability and Unemployment Compensation . . .

by Thomas J. Murphy

Whatever the arguments in favor of establishing compulsory disability or health insurance schemes in the United States, it has always been clear that unemployment compensation benefits are intended solely for those involuntarily unemployed individuals who are normally attached to the labor market, are able to work, and are available for work. In fact, the unemployment compensation laws of 41 states and territories use the exact language of the Draft Bill regarding ability and availability as a condition of eligibility for benefits, while the ten remaining laws, including Connecticut's, employ terminology varying only slightly from that of the Draft Bill. For example, the Draft Bill states that a claimant must be "able to work, and -- available for work", while the Connecticut and Indiana laws require that the claimant be "physically and mentally able to work and -- available for work." The Massachusetts statute is more explicit: the claimant must be "capable of and available for employment and unable to obtain employment in his usual occupation or any other occupation for which he is reasonably fitted."

A QUESTION OF FACT

Thus the ability and availability of benefit claimants becomes a question of fact to be determined in each case by administrative examiners or, later, by appellate bodies. It is the purpose of this article to summarize leading decisions by the Connecticut appeals authority, the Unemployment Commission, dealing only with the question of physical ability, in an attempt to classify the types of disability which may render one ineligible for benefits. Also included are citations from decisions in other states touching on similar situations. Since unemployment due to pregnancy is now a cause for statutory disqualification in Connecticut, cases of this type have been omitted.

ADVANCED AGE

Although pensioned when his efficiency decreased by 50 per cent a 68-year-old janitor was found to be physically able to perform light work when he produced a physician's certificate to that effect. On the other

hand, a 72-year-old factory worker employed in the same plant was held by the Commission (and the Superior Court) to be physically unable to do even light work after an insurance carrier declared him to be a definite liability, there being a constant danger of his falling downstairs. Found to be physically able was a pensioned 62-year-old telephone operator whom the company had placed on a list for substitute work. A 79-year-old woman, who despite a record of 35 years of factory employment, was rendered incapable of performing any work except that of the mildest type, was declared ineligible as the result of a fractured arm.

With regard to the capability of persons of advanced age the Wisconsin tribunal has said that a claimant should not be considered unable to work merely because age prevents him from working as rapidly as some employees if he otherwise performs his work satisfactorily. Similarly, a Michigan authority states: "No arbitrary rule can be made that all men 75 years of age are incapable of working at any occupation." And in Ohio

Mr. Murphy gives a resume of important decisions bearing on "availability for work" in relation to physical disability.

it has been ruled that the fact that a claimant's advanced age may prevent him from being a desirable employee in some fields of endeavor does not preclude him from being capable of performing other kinds of suitable work.

EPILEPTIC SEIZURES

Generally, claimants who have lost their jobs as a result of epileptic seizures have been considered able to work at jobs not involving hazards to themselves or to others. Thus a railroad laborer who quit his job because he feared that manual labor in hot weather would induce an epileptic seizure, was held by the Connecticut commission to be able to do work not causing exertion or fatigue; and a factory bench hand who only occasionally was required to perform drilling operations, but who was discharged following an epileptic seizure, was re-

garded as able and available for work of a non-hazardous nature not in contact with machinery. On the other hand, a janitor who suffered from a kidney ailment, as well as from epilepsy, was said to be physically disabled during the period of medical treatment.

In a Wisconsin case it was stated that epilepsy is not a disabling disease such as to render a street department worker unable to work except for the duration of a seizure. Likewise, the same tribunal held that a factory worker who had ample warning of seizures and who was not subjected to undue risks was able to work.

HERNIA

If they are able to perform light or moderately heavy work hernia sufferers are not usually barred from benefits. A Connecticut claimant, for example, who had an umbilical hernia which prevented his resumption of work as lead press helper and industrial truck operator, was nevertheless declared fit for restricted employment upon certification of his physician. In another case, however, a janitor with a cardiac condition as well as a hernia and who was unable to climb stairs or remain standing for any length of time, was disqualified.

In like manner a 61-year-old Tennessee railroad laborer who had a hernia and suffered from rheumatism was disqualified upon evidence that he could perform only housework or yard work. But a California power machine operator who quit her job because foot pressing aggravated a hernia condition was considered to be able to do other power machine operations not requiring foot work. A Kentucky coal loader with a potential hernia was able to work and was employable in the commercial and industrial sense, it was ruled in that state.

LOSS OF USE OF A MEMBER

The loss of use of a member does not necessarily render a claimant ineligible unless the use of such member is essential to his work and he is incapable of performing other work. In one Connecticut case, for example, a laborer with a broken leg was held to be able to do certain work not requiring

(Continued on page 10)



The Situation In The State

"Uneasiness" is the briefest way to describe the prevailing feeling in Connecticut industry during the past month.

On the basis of detailed reports from 18 offices of the State Employment Service covering the industrial and labor situation in the state during August, it is apparent that manufacturers are now gravely concerned over the threatened shortage of necessary materials.

This is not confined exclusively to non-defense work, but is equally applicable to defense sub-contractors. While the shutdown of factories, due to this cause, has not occurred to any wide extent to date, there are sufficient indications from many points to indicate widespread layoffs in the near future unless materials are forthcoming.

Willimantic reports shortages of silk, already causing some layoffs; Danbury reports a threatened shortage of fur for hat-making; Ansonia and Waterbury report shortages of metals causing layoffs and there appears to be sharp curtailment in private building construction because of a lack of building materials. This latter appears to be serious in the Bridgeport area and may interfere with the housing of defense workers.

Hiring in general was somewhat impeded during August because of this feeling of uncertainty and workers employed by non-defense industries were registering in increasing numbers at State Employment offices in preparation for expected layoffs.

Despite these instances, industrial activity throughout the state proceeded at the same high pace, with some

areas, notably Bridgeport, reporting even greater acceleration.

While materials shortages cannot be said at this point to have cut deeply into defense production, such shortages as have occurred, plus dwindling inventories, are regarded as symptomatic of future difficulties.

The migration of out-of-state workers into Connecticut has continued but there seems to have been some diminution during August. Bridgeport reports a lessening, but even in diminished numbers these migrant workers, largely unskilled, exceed several hundred a day in this one city.

The infiltration of women into machine crafts has already begun and several training classes have been absorbed. Resistance to the employment of women has largely broken down in the face of the realities of the situation, although it still exists in some areas.

Farmers throughout the state were preparing to tighten their belts and work a little harder in order to get in the crops. Apple and peach crops are maturing and there is scarcely any mature male labor available; chief reliance for the harvesting is on school children and women. The response to appeals has been excellent to date and it is felt that an extraordinarily fine crop may be saved.

Dairy farmers, particularly in the New Haven area, are not as fortunately situated, however, as their need is for full time helpers and several have had to dispose of part of their herds because of their inability to procure help.

FAIRFIELD COUNTY

Bridgeport

Bridgeport continues to be outstanding in the state for its continued acceleration in practically all mercantile and industrial lines, including needle trades and construction. There is some indication now that there is to be a decrease in private construction due to the inability of builders to obtain the necessary materials. This situation may be serious as it will have a marked influence on defense housing, which is already acute.

Industry here is still on an upward trend, with no skilled industrial workers available and the situation from this standpoint is becoming increasingly difficult to deal with. The only solution apparent now would be the release of skilled workers in non-defense industries, where material shortages may occur. Registration of these employed non-defense worker at State Employment offices has already been urged.

There are at present more than 60,000 industrial workers employed in Bridgeport with an average working time of 45.4 hours a week.

Classes for the training of women in the operation of machines started on Aug. 4th and the first group has just been placed.

There seems to be a slight falling off in the number of out-of-state applicants appearing in Bridgeport each day, although an average of 200 a day are still coming in from the other New England states, Pennsylvania and New York. Comparatively few are being hired due to the lack of proper skills.

Norwalk

Business activity in the Norwalk district showed a slight increase over that of the previous month, although hiring dropped off to some extent. This was partially due to the fact that a number of firms were not able to get the type of help they wanted as it was not available in the territory and the wages were not high enough to interest workers from other sections.

The office has been encountering considerable difficulty in obtaining unskilled youths for the past two months and this situation was accentuated by the fact that quite a number of young boys and girls quit their jobs preparatory to returning to school. The office has been able, in some cases, to break down the prejudice against older workers on unskilled jobs and, in several other cases, the firms have rearranged their working schedules so that they will employ a number of high school boys part-time after school and Saturday mornings. Two other firms have agreed to employ some negro girls to be trained as power sewing machine operators.

There has been a noticeable decline in the number of transient workers registering from other states.

All lines of activity continued busy during the month of August with a large hat company putting a number of its part-time workers back to work on a full-time basis, and a concern manufacturing sand paper and abrasives being especially busy.

Payrolls were 7 percent over July, 1941 and 33 percent over August, 1940. Building permits showed an 87 percent increase over August of a year ago.

Danbury

The unemployment load has shown a further decrease during the past month. The average for August being approximately 66 percent off for the same month a year ago. Job placements were higher than those of any preceding month since this office was established.

The average level for the first eight months was 41 percent higher than the same period in 1940 and 77 percent higher than the corresponding period in 1939.

Some difficulty in the procurement of necessary materials has been experienced because there are few prime-contractors engaged in defense work. Any work of this nature being done almost entirely by sub-contractors. There seems to be some basis for the fear that there will be a shortage of hatters' fur and synthetic substitutes which have been developed can be used only in combination with fur of good quality.

None of these factors have had any serious effect on local employment to date, but employers are worried about the immediate future.

Stamford

Hiring in the Stamford area during the past month has been curtailed because of the shortage of materials in both defense and non-defense industries. Vacancies as they occur are largely being filled by transfers between the various plants rather than by new employees. Additional layoffs, especially of female help, are expected in several factories, but will probably be counteracted

to some extent by a new concern which will soon be operating in the manufacture of patent medicines.

Another new plant engaged in the manufacture of lenses will probably start operations October 1st. This Company will have its own training school for men to learn this particular trade.

New Haven and Litchfield Counties

New Haven

Practically all industries in the New Haven area are working at capacity, and as they are completely staffed the only demand at present is for skilled help. Unemployment claims fell off heavily during the first part of August as the garment industry re-absorbed its personnel.

It is still extremely difficult to find competent help for such positions as gas station attendants, and the need for experienced dairy farm hands is so acute that several farmers in the area have been forced to sell their cows because of inadequate labor facilities.

Workers between the ages of 16 and 18 continue to be a problem because the bulk of employers prefer people over 18 years of age, and a considerable number of the younger group are still available for placements. Approximately 500 boys and girls were placed for farm work during the summer, being used principally for harvesting. A heavy demand for additional harvest workers has caused wages to be increased to a point where they compare favorably with other industries.

There seems to be no prospect of either acceleration or decrease in local industry. Apparently a plateau has been reached which will continue evenly for some time.

Ansonia

The first substantial amount of priority unemployment became evident during the past month with complete and partial layoffs by several firms, all of whom had a large volume of unfilled orders but were unable to get materials to continue operation. Consequently, the number of unemployment compensation claims continues to rise steadily in this area. At the same time migration into the district, while continuing appears to have lessened to a marked degree.

New classes in defense training have just been started and considerably more difficulty was found in placing the graduates of the class of Sept. 5th indicating that many local firms have absorbed about as many beginners as they can properly assimilate. It becomes increasingly difficult also to find qualified candidates for the training courses.

Waterbury

Industrial activity for the first two weeks of August was sluggish. Repeated layoffs of short duration due to metal shortages curtailed hiring and the leveling off continued throughout the entire month. The substitution of articles by manufacturers and the consequent changing over of facilities is still in progress.

Mercantile business dropped during the month of August with the exception of the sharp peak in hosiery sales. Many firms have made extensive plans for better business during the coming month.

Supplementary Machine Shop Training Courses continued throughout the month of August for both unemployed and pre-employed workers. The 200 hour Tracing

Course for girls was completed and no courses are in progress for women at the present time.

Total unemployment claims decreased 14 percent over the previous month.

Middletown

All the metal working shops in the Middletown area are busy but some of the smaller non-defense shops are experiencing difficulty in securing shipments of materials and anticipate further inconvenience along this line.

There is still a shortage of experienced male help and employers are generally reluctant to use women to fill extra vacancies.

Unless conditions change radically there will be several important layoffs due to the shortage of materials. One precision manufacturer reports that unless he gets a blanket priority for supplies he will be forced out of business.

A manufacturer of fish lines reports similar difficulties because of his inability to obtain either silk, or a proper substitute for silk. Upon the exhaustion of his present two months supply he believes he may have to cease manufacturing.

Registrations showed a marked decrease in August, while unemployment claims remained at approximately the same level as the previous month.

Meriden

There is practically no skilled help now available in the Meriden area. There is an abundance of female applicants seeking factory employment but these are untrained or are married women seeking to re-enter the labor market. Practically all industries in the Meriden district continue to be busy. Most of them are working two shifts and some are working three shifts. During the early part of the month there was a decline in the number of applicants from out of the state, but during the latter half an increasing number of applicants from New Hampshire, Vermont and New York City have been registering. A large proportion of the male applicants were placed.

Hartford and Litchfield Counties

Hartford

A significant symptom of industrial dislocation due to Government priorities can be noted in the Hartford area by the number of salesmen who are now seeking new positions because their firms cannot make deliveries. While there have been no widespread layoffs in the Hartford area there is every indication of a trend in this direction and partial layoffs caused by shortages of both raw and partially processed materials have occurred.

Lack of materials, machines and space have held up any marked expansion of employment in the defense industries during August. Some industries, however, that have been working one shift have recently added second and third shifts. There was also a slight let-down in the demand for defense training graduates and, with the lighter pressure in hiring, employers became more exacting.

The women's industrial field was quiet during August but a considerable pickup is expected now. A shortage exists in power sewing machine workers and laundry workers.

There is a heavy demand for boys and young men for all types of clerical positions

in offices, factories and stores. It is next to impossible to meet this demand because of the attraction of higher paid industrial jobs. In the case of female office workers, the demand is also great and the supply of even inexperienced stenographers and typists is virtually exhausted. The ban against married women office workers is being constantly relaxed.

New Britain

There have been practically no layoffs to date in the New Britain area because of materials priorities. The demand for workers of all types continued strong during August. Particularly, is this true in the case of 200 hour National Defense General Machine Course Graduates. Because of the decreased enrollment, in the past few weeks, in the national defense courses in the local Trade School and the increased demand, it has been necessary to call trainees from other areas in the state for employment in New Britain. Those trainees have been utilized on semi-skilled machine jobs and in several instances have been enrolled for further specialized training in plants engaged in filling defense orders.

There is a steady demand for women power press operators. Heretofore there has been no difficulty in supplying this demand. However, women applicants are now stating preference for inspection or assembly work and are reluctant to take power press work because of the possible injuries which might be sustained in that occupation.

There has also been a decided increase in the demand for general office clerks, bookkeepers and office equipment operators, both with experience and limited training, with the supply of trained workers in these occupations practically exhausted.

Bristol

All the industries in this area are extremely busy but a number of the smaller manufacturers are beginning to do considerable worrying about materials and are fearful that unless defense contracts are obtained they will be forced to reduce operations or stop work entirely. There continues to be a definite shortage of skilled labor in this area and it is beginning to be felt in the semi-skilled group of machine operators of various kinds.

Satisfactory personnel for retail stores are more difficult to obtain and in general the number of available workers seems to be dropping steadily. The only group now available in sufficient numbers are married women with some factory experience. Unless layoffs do occur because of materials shortages, there is no question that the stringency in the labor market will increase.

Thompsonville

There is a real demand for and a definite scarcity of unskilled laborers in the Thompsonville area. Almost all able-bodied males and females can find work in their line if not already employed, it is reported.

Priorities have not affected to any appreciable degree the textile production. Certain construction projects, such as large scale housing and bridge work, anticipate difficulty in obtaining shipments of steel, but this has not yet materialized. The accelerated rate of hiring previously noted has apparently leveled off, as most of the mills in the area seem to have reached the saturation point at this time.

(Continued on page 12)

The Crops Are In

by Leonard F. Ball

"Bringing in the sheaves" might well have been the theme song of the Employment Service during the past summer, as the recruitment of tillers of the soil became a problem of the first magnitude. Able-bodied men who were usually available for farm labor had already been absorbed by defense industries, and in addition a fine growing season presaged bumper crops as early as May when the first rumblings of difficulties to come, could be heard.

The Employment Service cooperated with the Agricultural Labor Defense Committee of the State Defense Council and one of the first moves made was to interest youths from fourteen to eighteen in some type of farm work that they would be willing to accept during their summer vacation. The response was good, considering the fact that this was the first time the Employment Service had made an effort to register this younger group of workers.

Early in the season it was possible to test out the availability of labor of any type that could work on berry farms. Year in and year out the strawberry farms have relied on school labor for harvesting their crops, and by an ironic twist of fate this year the crops ripened three weeks earlier than usual—long before the closing of school.

STRAWBERRIES FIRST PROBLEM

The growers had a real problem which they referred to the Agricultural Defense Committee, and in turn to the Employment Service. Immediate action was necessary because berries like time and tide wait for no man. 500 pickers was the estimate given necessary to save this valuable crop.

Arrangements were made for radio time, and newspapers cooperated; school children were used after school hours, but these were augmented by housewives and others who turned out in response to the plea for help.

One incidental effect of the publi-

city was the fact that your interviewer was transformed into an arbiter elegantiae, a walking fashion encyclopedia on what the well dressed strawberry picker would be wearing. The first time the question was asked by an attractive female, "What shall I wear picking berries?", he was a bit puzzled, but after consulting authorities in both the agricultural and feminine fashion field he developed a formula that went something like, "slacks, shirt and a straw hat."

In any event, the strawberry crop was harvested but no sooner was that off the horizon when the tobacco crop loomed up—seven million dollars of it, and presenting problems peculiar to that special type of farming. Early in the season it was estimated that 11,000 workers would be employed from the planting to the harvest season. Weeks before the labor was needed questionnaires were mailed to every grower asking that he cooperate by filling in the form and returning it, showing his anticipated labor needs.

TOBACCO SURVEY

The results obtained were not so good. The survey might have been useful in determining the actual shortage if the response had been complete, but only about one quarter of the growers returned questionnaires.

It is possible, of course, that the time element may have had something to do with the lack of response; employers generally were not forewarned that the information would be asked, and farmers are notoriously rugged individualists. It may well be assumed that their attitude was in some instances "That's my private business and you've no right to ask questions."

Perhaps another year, the sending of the blanks might be prefaced by either personal contact or some informative material which will assist the farmer in his adaptation to new methods of doing business.

For many of the jobs on tobacco farms the growers wanted boys; this was particularly true of the job of "suckering", which is the removal of parasitical undergrowth early in the season. While statistically the results did not seem to be awfully successful, analysis of what actually happened showed that the Employment Service was responsible indirectly for many additional placements. For example, 35 boys were referred to one employer

and after checking with him it was learned that they were hired. The employer then used these boys as a recruiting medium for obtaining additional help; every boy was asked to bring two or more friends to the fields with him, so that, conservatively, about 75 boys were obtained from this original placement.

This method of hiring has been in vogue for years and no doubt the employer felt it was the path of least resistance.

950 WERE REGISTERED

Factually, the Hartford office alone had 950 boys registered in its student farm registration file and of this total about 200 seemed too puny for work in the tobacco fields. 250 boys were actually placed and this represents 600 call-in cards.

Dealing with this younger group of workers presented many difficulties not inherent in other types of placement. One morning five boys came in for tobacco work; they were all good sized with the exception of one. He was 4 feet tall and weighed less than 80 pounds—not anemic but small—and he had a pleasing smile and personality.

His friends were placed and he was told, "Sorry, but you're too little."

"Gee!", he said, "I can do more work than any two of dees guys."

MOSTLY YOUTH

More than 3,000 farm placements have been made by the Employment Service since the start of the growing season last April. Analysis of these placements indicates that most of these were in the youth group or were over 45. Of the 2802 who were placed on general farms 1822 were under 21, and 402 were 45 years and over. 588 were placed on berry farms and 548 of these were under 21 and only 27 were over 45. A total of 530 were placed on truck farms and 473 were under 21 and 24 were over 45. THESE fair samplings indicate the general picture -- an absence of workers between 21 and 45 throughout the state.

DAIRY FARMS

The dairy farms affect more employers than any other type of farming and are in constant need of experienced help. Of course the wages are

Defense industries have dwarfed the farm problem in the public eye; but staffing the fruit and vegetable farms this year has been a herculean task. It has been done, though, and Mr. Ball, Employment Interviewer at the Hartford office tells about it.

(Continued on page 12)

Commissioners' Decisions...

"Availability" Foremost Question to Come Before Commissioners in August.

The question of ability and availability of claimants for employment was the foremost issue in the 76 cases decided by the Unemployment Commission during August. Forty-one of the cases came within this category while 24 others involved the question of voluntary separations. One hundred and five new appeals were received during the month and 18 appeals were withdrawn.

As the result of appeal, claimants in 28 instances succeeded in obtaining a modification in their favor of the examiner's decision; 46 others were unsuccessful. Of the 76 decided cases appeals had been brought by employers in only two instances and both were unsuccessful in obtaining modification against the claimant's interests. In 43 cases examiners' decisions were affirmed and 12 were modified; there were 21 reversals.

Cases involving new or unusual points are discussed below. The Administrator is not necessarily in accord with either the reasoning or conclusions expressed herein.

AVAILABILITY: In the first decision rendered on a point involving the 1941 amendment to the Unemployment Compensation Law which declares ineligible an individual who has left employment to attend school, college, or university as a regularly enrolled student, Commissioner Curtiss K. Thompson held that a person who fails to become or ceases to remain such a student, although he left work to do so, is not ineligible for benefits. The claimant in Case 374-C-41, a married man aged 33, left his irregular employment with a Meriden manufacturer in the spring of 1941 to improve his job opportunities through enrollment in a trade school course for mechanics. He entered such a course on May 12, attending classes from 10:00 p.m. to 6:30 a.m., five nights a week, and completing the course on June 16. He filed claim for benefits on June 29, and between that date and July 17, when he was hired by an airplane manufacturer, he was totally unemployed and available for work. His claim, however, was held invalid because of the language of the statute barring from benefits individuals leaving employment to attend a school as

a regularly enrolled student. In reaching his conclusion the Commissioner said, "Standing alone such language seems to permit the result the examiner reached. But, in construing a portion of a statute, the entire law must be kept in mind so that the whole may be dealt with harmoniously. If the claims here involved are invalid, it may follow that claims filed next year or the year after are invalid for the same reason; indeed this construction might deny to this claimant unemployment benefits during the remainder of his lifetime. Such a result would be so ridiculous and so opposed to the spirit and philosophy of the law, that there can be no doubt the legislature did not intend it."

A married woman who was prevented from returning to her former employment following childbirth because of a company rule was held to be available for work despite the fact that she declined a temporary job of four or five weeks duration at a salary of \$18.00 a week. It was the claimant's contention that to accept such a position might impede her chances of securing a permanent position, which she stated she would accept at the same salary. (782-A-41)

A garment worker, although four months pregnant, was considered to be available for work after she quit her employment because of a well founded fear of possible bodily injury if she passed through a picket line. (792-A-41)

A filing clerk and stenographer in Case 807-A-41 who was discharged three months after marriage in accordance with a company rule was nevertheless held to be available for work despite her refusal of an offer of a temporary job of two months duration. Likewise available was the mother of two children who quit her job after a buffing wheel caused blisters and numbed her hand and forearm. In this case the claimant's protests to the forelady brought the retort that the claimant was a "sissy". (813-A-41)

Also, a female power press operator, who feared a ruptured appendix and who quit on her physician's advice, was found available when she was

ready, and willing to accept any other suitable work. (819-A-41)

UNAVAILABILITY: Although a waitress had a good and sufficient reason for quitting her job after five years service, she must nevertheless be declared unavailable for work when she emphatically states that she is definitely through with such work and will not accept a job of this kind under any circumstances, Commissioner William H. Truax ruled in Case 109-D-41. "No criticism can be directed toward the claimant in respect to her decision not to desire further employment as a waitress", he held. "However, her qualifications are limited, she has had no other experience. The conditions under which she last worked cannot be presumed to prevail in all eating establishments . . . The claimant did not merely refuse a referral to a waitress's job. She definitely stated that she would be unwilling to again accept any work as a waitress. She is thus imposing a limitation on her availability for the type of work for which she is well qualified and which cannot be considered unsuitable."

Also found to be unavailable was a saleslady who preferred part time work only and who declined a job in a cosmetic store because "it did not sound very attractive." (65-E-41)

Similarly, a married woman who quit when she was unable to secure a transfer from night work to day work was found to be unavailable when she was unable to get someone to care for her children. (70-B-41)

VOLUNTARY SEPARATION: A press operator, who quit in the belief that a relative could obtain for him a job in a defense factory but who was rejected because of his height and weight, was held to have left work without sufficient cause when his average earnings were \$32.80 a week. (75-E-41)

A breaker machine operator, who quit work on physician's advice when suffering from pains resulting from a nervous disorder, was held to have had sufficient cause. Since this separation occurred prior to July 1, 1941 it was held that it was not necessary for this cause to have been connected with employment. (416-C-41)

Similarly, when another claimant quit to visit his sick father in Tennessee he was held to have had sufficient cause when he left with the approval of his employer who tentatively offered him reemployment upon his return. (379-C-41)

We Built An Airport!

(Continued from page 3)

A TAVERN IN THE TOWN

Everything may come to him who waits, but it doesn't come soon enough when an airbase is being built. It was apparent very early that the stream of migrants would not supply sufficient workers, especially in the skilled occupations. Frequent use of clearance had to be made, orders being circulated all over the state and to nearby offices in Massachusetts, by telephone, if the need was urgent enough. W. P. A. projects, boarding houses, restaurants, hotels, yes, even taverns were visited in the search for workers. When a contractor is running ten days behind and decides at 4:30 Friday to start a second shift the next day, one can't wait for 20 laborers, six pipelayers, three foremen, and assorted other workers to drop in for a chat. Instead he leaps to the phone, dials furiously, and is delighted to find an interviewer working overtime and even more delighted to find that he has two foremen available. That done, he makes a tour of the restaurants during the supper hour and ends up the evening by visiting the hotels and boarding houses. On one notable occasion when the call for seven laborers to go to work in an hour on the night shift was received at six o'clock, a flying trip was made to a negro tavern. A deal was made with a likely looking can-

didate, who for the small consideration of one dollar, rounded up the needed men.

THE INQUIRING REPORTER

On a project like this, one has to act continually like an inquiring reporter. A watch fob with the magic word "Caterpillar" is a sure sign of an equipment operator and invariably elicits the question: "Do you know a crane operator who isn't working?" Tools, union buttons, and contractors' badges are other clues as to the proper question to be asked. Superintendents and foremen can frequently supply leads, and it is amazing how many people the gas station attendants know. In fact, everybody knows somebody, and it never hurts to ask. Probably the most unusual lead was obtained in a round-about way from a foreman who was being dropped for inefficiency and in conversation supplied the name of the man who was to supersede him.

If one is subject to carsickness, he should stay away from airbases, because as much time is spent in the cars as in the office. On arrival in the morning, one is greeted by a group of five to 20 men waiting outside the office. After they are interviewed, they are loaded into cars and distributed where needed. It is not unusual to have seven or eight men in or on the car and to be followed by two or three other cars similarly loaded. This personal distribution of workers serves a threefold purpose: it makes sure that the work-

er reaches the right foreman or superintendent, and it verifies at one time the fact that the opening still exists and that the men referred are hired, and it provides an opportunity to keep in constant touch with the employer's needs. Since the rate of pay for laborers doing similar work varied from 50 to 85c an hour, it was quite a problem in diplomacy to cull out the men for the various jobs without disclosing too much information. This constant riding around the project also served to make available those workers who missed the office. These men might be picked up anywhere on the lot, registered on the fender, and then escorted where needed. It might be noted in passing that the mileage rate of five cents a mile was never designed to cover this type of driving.

Hours on a construction job of this type are highly uncertain, the normal working day running from shortly after seven to five or six in the evening, with one or two nights a week devoted to recruiting. There are frequent dull periods, however, when one has time for "the pause that refreshes", and rainy days are practically holidays. Moreover, there is a fascination about construction which compensates for the demands it makes. By identifying oneself with a project, by shedding ones store-bought clothes and getting into high boots, one can have an extremely interesting experience and end with a feeling of accomplishment.

Meeting John Doe...

(Continued from page 2)

out too many shuttlings from person to person. He may have to come back to see Mr. McGulch—but it won't be because Mr. McGulch is so important that all business has to cease when Mr. McGulch has a sore throat—it will be on quite another ground.

KEEPING PROMISES

Mr. Doe is delightfully surprised, when he leaves word at the Employment Office that he's been there, to find out that the Interviewer he tried to see got his message. He is transported to 7th heaven if he's been promised a telephone call and gets it.

He's been around enough to be a bit disillusioned. People are always going to call him in a few days; people are always telling him, "I'll tell Mr. Brown you were in." When they do call him on the telephone, even if it's just to say there's no progress, or if

Mr. Brown says, "I got your message", then John Doe recaptures a bit of his faith. He says to himself, "This organization's all right. They keep their little promises", for John is enough of a practical philosopher to realize that the little promises are the easiest forgotten and the hardest to fulfill.

Of course John is a mite irascible. He has reason to be. His hide is bruised and battered and he's on the defensive all the time. He's a little man, all by himself, and he knows it. He may not always be clear in his thinking; sometimes he may overestimate his abilities or his importance. But one thing is certain—he has a critical eye for human values as they are embodied in the personnel of a State Employment Office. He knows the stuffed shirts, the bored, the discontented and the uninterested. He knows when he's getting a little real attention from a person who's genuinely interested in him.

His wife said it in a sentence pregnant with meaning the other day, and I happened to overhear it. She was big, black and belligerent. Her shoes were down at the heel but she faced the clerk at the desk of a State Employment office and had her say. "No, sir -- I won't see nobody but Mr. Blank -- He don't treat me like dirt under his feet."

Mr. Blank was the manager of the office, and when he heard her voice he came out. "Glad to see you Mrs. Doe," he said, "what can I do for you today?"

Her face wreathed in smiles and she said, "My old man's been fired again -- I want you to help me get him placed."

He was very interested and polite because he knew that Mrs. Doe and the old man were both very important people -- because in the U. S. A. that's the way things are -- John and his wife are tops.

Physical Disability and Unemployment Compensation

(Continued from page 4)

him to remain standing all day, especially in view of previous experience in factory machine operation. But a female glove finisher whose work, though of a light nature, required her to stand all day, was found to be disabled when an old foot injury caused her to remain home from work. Also a bench hand who required crutches following removal of a growth on his ankle was regarded as disabled despite his assertion that he could perform work while seated. A claimant who lost the epidermis on his hands as the result of exploding tar, however, was viewed as able to work when, notwithstanding his injuries, he made repairs to his car and chopped firewood.

An entertainer and singer was not impeded in performing his usual work because his arm was in a cast, it was held in a New York case but the Alabama appeals body ruled that a carpenter who was prevented from working at his usual trade because of a fractured arm was ineligible when there was no evidence to show that he could perform work of a different nature. Yet the Maine tribunal ruled that a logger who lost one leg by amputation was able to perform a variety of jobs, such as timekeeper or gas station attendant, especially since his former employer agreed to rehire him later as motor boatman in logging operations.

HEART TROUBLE

Heart disease has usually been regarded as disabling while the victim is confined to bed or is under doctor's care, but not disabling when the physician certifies that the claimant can perform light work. Thus a Connecticut insurance solicitor who was under doctor's care for coronary occlusion was declared to be able to do light work after three months' rest, and a soda dispenser who developed endocarditis following hospitalization for rheumatic fever was considered fit for light work only after he had been out of bed one month. Similarly, a shipping clerk was found to be able to work for two months after the onset of heart trouble when evidence indicated this to be the usual length of time required for recuperation for that particular ailment.

ARTHRITIS

As with other illnesses, sufferers from arthritis have generally been re-

garded as available if they are capable of carrying on some kind of employment. In a Connecticut case a female dial press operator who quit work because of a variety of ailments, including arthritis, was held able to do light bench work following a rest prescribed by her physician. But another woman who, after being transferred to light work at her request, was nevertheless forced to quit because of arthritis of the hands, arms, and ankles, was declared ineligible.

RESPIRATORY DISEASES

Victims of tuberculosis and other respiratory diseases have been regarded as physically able to do some type of work when the disease has been arrested. A Connecticut foundry worker who received workmen's compensation because of silicosis was found able to do light work where no silica dust was present. Other claimants who have been considered able to work under certain conditions include an office worker who was able to work in a dry and warm environment but who was forced by her physician to quit her job in a damp, drafty office following a recent rest cure for tuberculosis. Physical inability to work was found in the case of a packer who had a disability rating of 75 per cent due to bronchitis, arthritis, and varicose veins and who was advised to get rest and sunshine to offset loss of weight.

NERVOUS DISORDERS

In the majority of cases involving nervous disorders the Connecticut commission has held that claimants are unable to work until their condition is remedied, especially if they had left their previous employment because of nervousness. A salesgirl, for example, who developed a nervous condition when subjected to considerable pressure and who acted on her physician's advice to seek more congenial work, was declared physically unable to work until such time as her physician certified to the contrary. Likewise, a nervous disorder resulting from monotonous work rendered a female assembler unavailable when she stated she would not return to her former employment, and made no effort to obtain other employment. Others disqualified because of nervous conditions include a grocery clerk under a doctor's care, and a hairdresser

INITIAL CLAIMS SHOW

BIG DROP IN AUGUST

Initial claims for unemployment compensation benefits filed at local offices were down 44.9 percent in August in relation to initial claims in July. However, compensable continued claims filed with local offices were up 27.8 percent in August, and the amount of benefits paid was 28.2 percent higher in August than in July. Closings of active claim cases were down 20.8 percent over the previous month.

A total of 5,864 initial claims were filed in August and 10,637 in July. The large volume of initial claims in July was principally caused by amendments to the unemployment compensation law effective during the month. All offices, except Norwalk and Willimantic, reported fewer initial claims in August. The largest relative declines in claims were reported in Bridgeport, Meriden, Middletown, New Haven, New London, Stamford, and Torrington.

Compensable continued claims numbered 19,032 in August and 14,896 in July. Much of the increase is attributed to new benefit years starting in July. All offices shared in the increase except Stamford, where compensable claims were down 10 percent. The sharpest increases are reported at Danielson, Middletown, Norwalk, Thompsonville, Willimantic, and the interstate section of the central office. Benefit payments increased from the \$144,100 reported in July to \$184,670 in August. Since the beginning of the calendar year, a total of \$1,716,143 has been paid in unemployment benefits.

Closings of active claim cases totaled 5,657 in August and 7,146 in July. An increase in the volume of closings was reported by six offices, with the remaining twelve showing decreases ranging from 97 to 5 percent.

who became so nervous when separated from her job after 19 years' service that she was unable to do any work. On the other hand, a frame tenter in a textile mill who was forced to quit because of nervous tension, was said to be available one week later when his physician certified he was capable of performing other types of work.

SUMMARY OF CLAIMS AND BENEFITS BY OFFICES, AUGUST, 1941

Office	INITIAL CLAIMS			COMPENSABLE CLAIMS			BENEFITS PAID			CASES CLOSED		
	August	% Change from July	Year to Date	August	% Change from July	Year to Date	August	% Change from July	Year to Date	August	% Change from July	Year to Date
Ansonia	132	— 20.5	1,185	170	11.1	2,355	1,018	— 15.5	\$20,238	139	87.8	1,181
Bridgeport	535	— 54.6	7,161	1,692	32.0	18,448	16,309	16.4	181,782	720	— 15.6	7,013
Bristol	53	— 44.3	624	239	20.1	2,016	2,419	27.7	22,222	38	— 30.9	685
Danbury	328	— 33.3	2,934	744	34.8	7,404	7,797	93.9	93,618	226	53.7	2,883
Danielson	145	— 16.7	1,318	330	44.1	3,061	2,569	41.6	26,328	67	— 36.8	1,289
Hartford	658	— 42.4	11,315	2,668	29.3	25,447	26,460	38.1	252,318	414	— 65.9	11,200
Meriden	122	— 51.6	1,491	594	32.9	4,113	5,487	37.0	39,341	156	2.6	1,441
Middletown	129	— 65.8	1,704	877	89.8	5,366	7,167	103.3	48,805	154	— 11.5	1,706
New Britain	155	— 47.5	2,126	530	10.0	6,079	4,323	0.7	59,853	191	— 18.7	2,076
New Haven	1,063	— 55.6	13,709	3,538	4.1	32,498	28,644	— 8.6	276,203	1,548	5.6	13,833
New London	65	— 61.1	1,741	312	13.0	5,315	2,945	10.3	49,775	3	— 97.5	1,746
Norwalk	662	9.7	3,526	1,486	106.9	9,589	16,927	137.7	92,764	190	— 36.2	3,538
Norwich	322	— 7.5	2,440	830	33.4	7,080	8,067	35.1	65,693	201	— 36.6	2,335
Stamford	330	— 64.3	5,103	1,177	— 10.1	13,399	11,537	— 12.3	128,300	666	— 5.8	5,820
Thompsonville	236	— 28.3	2,252	600	44.5	5,147	4,402	47.2	45,038	223	14.4	2,070
Torrington	43	— 57.9	863	217	24.0	4,000	2,004	21.4	43,498	18	— 71.4	797
Waterbury	374	— 49.7	3,387	1,115	26.7	8,532	11,612	24.7	85,511	290	— 27.1	3,007
Willimantic	41	10.8	323	83	53.7	989	659	79.5	10,169	27	58.8	339
Interstate Liab	471	— 42.9	4,618	1,830	55.2	15,465	22,324	57.9	174,687	386	— 28.9	4,620
T O T A L	5,864	— 44.9	67,820	19,032	27.8	176,303	184,670	28.2	\$1,716,143	5,657	— 20.8	67,579

SITUATION IN THE STATE

(Continued from page 6)

Torrington

There has been little change in the industrial and labor situation in the Torrington area during the past month, although there is a noticeable tendency toward the employment of married women and resistance along this line seems to be lessening, a great many married women having been placed in various factories during August.

There still remains a strong demand for farm hands and this has become more acute as the fruit picking season nears harvesting.

New London and Windham Counties

New London

Employment continued at high level during the month of August and was seasonal. There were no shut downs or layoffs. As in most Connecticut cities, there was a notable shortage of skilled and semi-skilled workers in the metal trades. A tendency towards shortage of desirable laborers for construction and factory was also noted and a shortage of women workers for factory and store work.

Another noteworthy fact is that a considerably increased number of calls have been received at the office for competent stenographers, both male and female. No male stenographers are unemployed in this area so far as we know and few, if any, competent female stenographers are unemployed.

Reports from principal industrial concerns in this area indicate that practically all of them are engaged in defense work. No case has been found where industries will admit having no defense orders.

Practically all recent High School graduates who have reached the age of 18 years or over have been placed in jobs. In many instances, those under 18 have been able to find places of employment because of the scarcity of older persons.

Construction activity in the area continues high with local sources of labor being able to supply the demand. No shortage or surplus exists in the construction field at this time. Governmental activity constitutes 75 percent of the construction and includes Navy, Coast Guard, Maritime, Army and Housing Construction. The other 25 percent is chiefly private construction, mostly single family houses to sell from \$4,500 to \$5,500.

Retail business continued during the month and reflected larger payrolls and freer spending on the part of summer visitors. Hotels and restaurants in the area report continuous good business throughout the month.

Willimantic

Increasing uneasiness in this area has been noticeable due to the freezing of silk. In spite of priorities and promises of deliveries no silk has been received at one large plant since the freezing order went into effect. Some layoffs have already occurred due to this cause and others are imminent, unless the necessary materials are received.

Retailers generally report excellent business for the past summer and are looking forward to even greater sales during the coming month.

Norwich

Industry in the Norwich area continues active, although interrupted somewhat by a two weeks shutdown at two textile plants, due to necessary repairs. One plant reports a shortage of re-worked stock, but all others have been operating to capacity. Cotton and rayon manufacturers have so far felt no materials shortages.

Farm labor continues to be one of the most distressing problems, with registrations at the lowest ebb in a long time.

Retail business has been excellent during the month and merchants report August receipts generally better than those of July.

Danielson

Indecision and doubt are the prevailing industrial notes in the Danielson area, because of possible priority shortage of materials. Temporary shortages of raw materials have already upset production schedules and any forecast of conditions for the immediate future must include the proviso that the necessary materials be available. Some finishing plants have experienced a shortage of grey goods. All woolens and worsted companies are operating at capacity, chiefly on non-Government work and while silk is at present operating normally, operations depend entirely on "release orders", concerning the continuance of which there is some doubt.

THE CROPS ARE IN

(Continued from page 7)

not comparable to those of the factory, but it must not be overlooked that these farms furnish meat, milk and butter which are essential in our every day diet. Many have thought of purchasing milking machine equipment to offset man power; some have bought; others find the investment too great, consequently plan to reduce their dairy to a one man unit.

At this time when there is a possibility of a milk shortage in this state it would seem logical to keep the dairies intact. Very little publicity has been released in this direction. If the experience so far in 1941 is any criterion as to what may be expected in 1942 then plans should be made now to encourage the experienced men to return to the farm.

PAEAN OF PRAISE

Farmers throughout the state are now harvesting their apple and peach crops, and it seems evident that the Connecticut housewife and school boy are coming through again and that the splendid fruit crop will be saved. If there is any paean of praise for bringing in the crops this year it would be sung to the housewife and the school boy. Without their help, the job could not possibly have been done.

AUGUST PLACEMENTS

DECREASE BY MORE THAN 5 PERCENT

The Connecticut State Employment Service placed 7,775 applicants in private employment during August. This represents a decrease of 5.6 percent from the July private placement total, but is 76.3 greater than the total for August 1940. Public placements fell off from 1,598 in July to 501 for August.

Placements of all types made during the month totaled 8,281 a decrease of 15.8 percent from the July figures.

The industrial distribution of placements shows that the decrease of about 500 in private placements from July is almost wholly accounted for in the agricultural and mining group. Decreases from July in domestic service, hotels and restaurants, and other services were compensated for by increases in manufacturing and building and construction.

As in the industrial table, the occupational distribution shows a decrease in total private placements from July to be almost wholly accounted for in the decrease in the agricultural occupational group. The skilled and semi-skilled occupational groups show increases which are offset by a decrease in the unskilled group. The remainder of the occupational group shows no notable change from July. The clearance system was instrumental in the placement of 368 other applicants and 86 out-of-state applicants during the month. In this connection it should be noted that opening-holding and applicant-holding columns under clearance placements cover data on complete clearance placements as distinguished from private clearance placement coverage on previously issued tables.

Of the 7,775 private placements effected, 70.8 percent were classed as permanent, that is, as of over a month in duration.

New registrations of applicants and renewal registrations decreased by 33.0 percent and 17.0 percent respectively. The active file balance as of August 31, was 40,495 a decrease of 10.3 percent from the balance as of July 31.

CONNECTICUT STATE EMPLOYMENT SERVICE—Local Office Activity—Period—Month of August, 1941

DISTRICT	SUMMARY REGISTRATION ACTIVITIES			FIELD VISITS		REFER- RAIS		SUMMARY OF ALL PLACEMENTS													Duration of Private Placements		Complete Office Placements																																																																																																																																																																																																		
	Total	Re- Active	Total New File	To- tal	Pri- vate	Pub.	Pri.	Pub.	Grand Total			Private			Public			Supplementary			Men	Women																																																																																																																																																																																																			
									Tot.	Men	Wom.	Vets	Tot.	Men	Wom.	Vets	Tot.	Men	Wom.	Vets																																																																																																																																																																																																					
																								Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.																																																																																																																																																																																						
Ansonia	200	303	1049	0	0	0	264	14	178	94	84	5	149	87	82	4	9	7	2	1	0	0	0	0	76	11	084	14	0	7	1																																																																																																																																																																																										
Bridgeport	1264	1562	4865	9	9	0	1854	29	1343	780	563	49	1825	765	560	49	18	15	3	0	0	0	0	0	622	143	204	266	169	9	1																																																																																																																																																																																										
Bristol	128	120	523	24	24	0	125	0	83	59	24	3	83	59	24	3	8	3	0	0	0	0	0	0	56	3	23	31	35	9	13	0																																																																																																																																																																																									
Danbury	173	363	927	33	33	0	226	9	175	104	71	12	167	103	64	12	8	1	7	0	0	0	0	0	77	26	33	31	9	13	10	0																																																																																																																																																																																									
Danielson	107	321	728	28	28	0	167	29	105	67	38	6	146	46	38	3	21	2	1	0	0	0	0	0	39	7	32	6	7	10	10	0																																																																																																																																																																																									
Hartford	1714	1606	7118	60	26	0	1466	390	1377	1079	298	61	1105	818	287	52	272	261	11	9	0	0	0	0	556	262	132	155	38	93	10	0																																																																																																																																																																																									
Meriden	189	396	891	3	3	0	346	27	179	117	62	13	177	115	62	13	2	2	0	0	0	0	0	0	99	16	57	5	6	14	20	0																																																																																																																																																																																									
Middletown	185	296	1226	65	65	0	337	2	179	103	76	15	177	101	76	4	2	2	0	0	0	0	0	0	83	18	57	19	14	20	18	0																																																																																																																																																																																									
New Britain	346	575	1072	28	28	0	692	2	413	263	160	7	404	249	155	7	4	4	0	0	0	0	0	0	198	51	119	36	21	11	11	0																																																																																																																																																																																									
New Haven	1223	2092	7371	5	5	0	1707	11	1263	830	433	58	1262	820	432	57	11	10	1	0	0	0	0	0	552	298	232	200	21	11	11	0																																																																																																																																																																																									
New London	292	540	2027	0	0	0	932	24	530	408	122	16	519	398	121	15	11	10	1	0	0	0	0	0	344	58	53	54	13	23	23	0																																																																																																																																																																																									
Norwalk	323	640	2116	84	83	0	614	6	364	219	145	11	369	219	140	11	16	11	5	3	1	0	0	0	164	55	126	14	3	23	23	0																																																																																																																																																																																									
Norwich	216	617	1504	6	6	0	275	13	179	103	76	9	163	92	71	6	16	11	5	3	1	0	0	0	81	11	28	43	11	4	20	0																																																																																																																																																																																									
Stamford	433	956	3260	47	46	0	342	10	303	202	101	6	293	196	97	6	46	45	1	5	0	0	0	0	96	17	23	24	8	20	14	0																																																																																																																																																																																									
Thompsonville	307	290	746	89	64	25	97	59	118	97	21	7	72	52	20	2	20	20	0	2	0	0	0	43	9	16	4	16	14	16	14	0																																																																																																																																																																																									
Torrington	328	268	668	81	28	53	698	28	485	306	179	10	485	286	179	8	40	40	0	0	0	0	0	280	6	116	63	6	103	6	103	0																																																																																																																																																																																									
Waterbury	606	972	3678	125	111	14	1152	33	915	438	477	24	884	408	476	21	31	30	1	3	0	0	0	283	125	321	152	25	3	12	11	0																																																																																																																																																																																									
Willimantic	72	121	432	67	52	15	104	24	92	55	37	3	77	40	37	0	15	15	0	3	0	0	0	0	25	31	34	16	1	1	1	1	0																																																																																																																																																																																								
Totals	7906	11954	40495	752	634	118	11328	702	8281	5314	2967	306	7775	4554	2921	273	501	460	41	33	5	0	5	0	3877	1177	1829	1092	1454	368	316	316	0																																																																																																																																																																																								
July 1941	11791	14398	44514	928	757	171	11643	2084	9837	7024	2813	330	8235	5495	2740	285	1598	1625	73	44	4	0	1	3739	1756	1078	1062	6496	316	316	316	316	0																																																																																																																																																																																								
Active file as of the end of the month																												Includes 86 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants		Includes 181 out-of-state applicants</	

Private Placements According To Occupational Groups

DISTRICT	TOTAL	PROFESS. & KIN.		CLER. & SALE	SERVICE				SKILL-ED	SEMI-SKILLED		UN-SKILLED								
		Professional	Mgr. & Official		Clerical & Kin.	Sales & Kin.	Domestic	Personal		Protective	Building Service		Mfg.	Non-Mfg.	Mfg.	Non-Mfg.				
Ansonia	169	5	0	4	14	17	303	99	4	2	4	16	52	180	134	229	36	122	150	4
Bridgeport	1325	5	6	4	143	7	513	99	4	24	3	2	2	0	10	12	14	19	4	1
Bristol	83	0	0	0	17	5	12	9	0	1	25	3	12	6	17	6	17	6	29	6
Danbury	167	0	0	0	13	22	16	0	1	0	0	0	0	0	0	0	0	0	0	0
Danvers	84	0	0	0	7	3	9	0	1	0	0	0	0	0	0	0	0	0	0	0
Hartford	1105	1	3	0	82	7	293	45	4	21	142	53	51	238	52	48	75	41	19	1
Meriden	177	0	0	0	12	8	13	14	3	9	8	9	5	19	12	44	19	10	19	4
Middletown	177	0	0	0	14	7	31	10	1	2	5	29	9	15	7	37	10	37	10	3
New Britain	404	0	3	0	46	16	43	22	1	4	26	34	58	93	19	64	26	37	10	3
New Haven	1262	7	2	0	104	40	238	100	2	26	156	17	53	184	65	235	29	130	43	2
New London	519	0	1	0	11	90	84	7	9	0	8	19	20	35	29	63	12	72	61	1
Norwalk	369	0	0	0	40	16	32	27	0	1	8	7	2	43	36	28	12	28	12	1
Norwich	103	0	0	0	20	15	17	25	0	0	0	20	3	14	8	23	16	83	16	1
Stamford	233	1	0	0	95	4	41	10	3	0	24	4	0	5	26	4	18	26	26	2
Thompsonville	72	0	0	0	4	6	6	4	0	0	0	0	0	1	3	94	27	120	26	2
Torrington	465	1	0	0	14	29	55	21	2	1	25	47	19	3	1	173	61	102	53	3
Waterbury	884	3	5	0	91	35	132	61	2	14	107	19	24	173	61	8	2	16	11	1
Willimantic	77	0	0	0	5	10	6	3	0	1	6	9	25	371	255	1146	540	954	838	1
Totals	7775	18	22	8	752	233	1369	560	30	122	554	371	255	1146	540	954	838	1072	933	1
July 1941 ...	8235	26	30	4	609	267	1492	611	23	106	1034	326	260	1002	440	1002	440	1072	933	1

Placements According To Industrial Classification

PRIVATE										PUBLIC					GRAND TOTAL	
Agric. & Min.	Bldg. & Constr.	Manufacturing	Public Utility	Wholesale & Retail Distr.	Finance	Hotel & Recl.	Dom. Ser.	Professional	Other Service	Miscellaneous	Government	Construction	Regular	Temporary		TOTAL
4	14	106	2	17	0	5	13	4	0	5	18	0	9	0	9	178
3	85	688	19	113	3	90	299	15	25	1	0	0	18	0	18	1343
23	9	43	0	8	0	0	9	6	1	0	0	0	0	0	0	83
28	26	42	5	26	0	11	29	1	4	0	0	0	8	0	8	175
7	2	59	1	6	0	3	4	0	2	0	27	245	17	17	272	105
144	89	410	153	11	29	201	16	27	4	0	27	245	269	3	21	1377
7	11	105	0	20	1	6	15	9	2	1	2	0	2	0	2	179
4	10	98	0	21	0	7	24	0	2	1	1	0	2	0	2	179
27	15	249	1	39	0	18	42	6	1	1	1	3	4	0	11	408
152	90	419	26	167	2	78	293	19	33	2	11	0	9	2	11	1263
0	48	297	9	35	2	78	80	23	12	5	11	0	7	4	11	530
0	48	217	4	29	11	59	5	0	16	5	5	0	5	0	5	364
0	5	6	73	3	24	1	20	20	2	8	5	5	12	4	16	179
0	8	140	0	6	0	5	39	4	85	1	11	5	10	0	303	118
25	8	16	1	33	0	13	44	1	1	0	33	13	4	2	46	118
23	20	307	2	33	0	3	44	20	3	0	1	19	19	1	20	485
107	46	425	4	87	3	37	132	14	28	1	5	26	29	2	31	915
1	1	1	34	2	14	0	4	7	0	1	3	12	11	4	15	92
5	538	510	3645	99	807	28	449	1257	155	259	157	344	475	26	501	8276
5	1007	439	3460	100	833	31	512	1404	145	275	28	365	1233	1564	341598	9833

POSITIONS WANTED

Following are a few of the applications from the files of the professional and technical division. These are samples, typical of the high quality of individuals who are available. Further information concerning these, or others similarly trained may be obtained by communicating with Miss Dorothy Spalding, 1281 Main Street Bridgeport, Conn. or by writing directly to the BULLETIN.

WOMAN RECEPTIONIST — and interviewer of bench and office workers; attractive, capable, excellent personality, good education, about 40 yrs. of age. Especially interested in personnel or public relations work. Address replies Box 4215

CHEMICAL ENGINEER — 41 years of age. B. S. University of Virginia. Mining and geology. Thoroughly experienced in field work in connection with cil, pulp and paper. Also experienced surveyor. Address replies Bcx 5832

LABORATORY TECHNICIAN — Young woman. Also certified to teach physical, chemical and biological sciences. Address replies Box 9741

JUNIOR EXECUTIVE — Six years experience Connecticut Hardware Manufacturers. Purchasing, production experience, college training, excellent appearance, personality. Age 31 Address replies Box 30021

WORCESTER POLYTECHNIC GRADUATE '09, 29 years experience in one concern. Manufacturers of automatic machinery. Qualified production, purchasing and sales. Excellent applicant for assistant to chief executive. Address replies Box 41168

INDUSTRIAL ENGINEER — Age 37. Interested in connection with a small firm as assistant to head. Time and motion study experience. Public accountancy and all phases of production methods. Address replies Box 97382

RECENT GRADUATE CHEMICAL ENGINEER — B. S. Clark College. Interested in research but will accept mechanical work which is of promotional character. Address replies Box 30158

COST ACCOUNTANT — Male, age 36. Two years University Pennsylvania. Seven years experience manufacturers electro plating equipment and distilling corporation. Fine appearance, interested in locating anywhere in Connecticut. Address replies Box 75219

PUBLIC RELATIONS MAN — Own organization as public relations counselor. Two years public relations man for leading U. S. manufacturers. Also assumed full responsibility employee relations. Address replies Box 30915

VOCATIONAL COUNSELOR — M. S. University of Minnesota. Experienced all types testing, guidance and selection for job. Recently discharged U. S. Army. Box 93185



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